

WILFRID LAURIER UNIVERSITY

Annual Sustainability Report

Sustainability Office

2022-2023

wlu.ca/sustainability

Land Acknowledgement



We would like to acknowledge that Wilfrid Laurier University and its campuses are located on the Haldimand tract, traditional territory of the Neutral, Anishnaabe (Anish-nah-bay) and Haudenosaunee (Hoe-den-no-show-nee) peoples. This land is part of the Dish with One Spoon Treaty between the Haudenosaunee and Anishnaabe peoples and symbolizes the agreement to share, protect our resources and not to engage in conflict.

From the Haldimand Treaty of October 25, 1785, this territory is described as: “6 miles deep from each side of the river (Grand River) beginning at Lake Erie and extending in the proportion to the Head of said river, which them and their posterity are to enjoy forever.” The treaty was signed by the

British with their allies, the Six Nations, after the American Revolution. Despite being the largest reserve demographically in Canada, those nations now reside on less than 5 percent of this original territory after losing much of the territory to settlement of newcomers.

Today, this gathering place is home to many First Nations, Metis, and Indigenous peoples from across Turtle Island. Acknowledging them reminds us of our important connection to this land where we live, learn and work. We recognize, honour, and respect these nations as the traditional stewards of the lands and water on which Laurier is now present.

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Introduction

The Annual Sustainability Report is an opportunity to illustrate how the University's operations and initiatives help achieve short, medium and long-term goals as outlined in the 2018-2022 Sustainability Action Plan ("Action Plan").

By evaluating progress across the University each year, it enables the Sustainability Office and its partners to prioritize certain programs and projects, while gauging the overall success of the 16 sustainability goals that the University is pursuing in this ambitious Action Plan.

The scope of this report includes all campus activities during the 2022-23 academic year. This past year has been very exciting with the full return of students at all campuses along with the establishment of flexible work options for staff and faculty. This report is broken down into sections aligned with the Action Plan, including Operations, Academics, Engagement, Planning & Admin, Equity, Diversity and Inclusion, Affordability and Investment. Overall, this report will also highlight the progress made for each of these categories based on the 16 goals listed in the Action Plan.

The Action Plan uses the United Nation's Sustainable Development Goals (SDG's) as a framework to ensure Laurier's sustainability goals contribute to the progress of human well-being and ecological integrity on a global scale. Throughout this report, you will see how the University works towards its sustainability goals and objectives, while contributing to the relevant SDG's identified.



2022-23 Highlights

MAY 2022

- Sustainable Hawk Fund 2022-23 program supported nine student, staff, and faculty led projects aimed at solving Laurier sustainability challenges and positively impacting the greater Laurier community
- Opening of Northdale Garden's growing season with engagement with our pollinator habitat and land use from KW Urban Harvester and Young City Growers
- Named one of Canada's Greenest Employers for the fourth year in a row

JUNE 2022

- Sponsored the inaugural Downstream event at the Canadian Water Summit 2022, where 10 students from Laurier got to interact with national water industry leaders and share their research and academic pursuits

- Co-hosted the City of Brantford's Climate Change Action Plan launch event at Brantford campus
- Co-hosted the City of Brantford's Climate Change Action Plan launch event at Brantford campus
- Launch of the Brantford campus bee apiaries (Sustainable Hawk Fund 2022-23 program recipient) with the rooftop of One Market now home to over 20,000 honeybees
- Tour of the Seneca College's organic digester installation with Laurier's Ancillary Services team

JULY 2022

- Sponsorship of Evergreen's Future City Builder's Healthy Air Solutions program with a Laurier student project finishing in 2nd place
- Laurier Spotlight feature on sustainability themed experiential learning opportunities from 2022-23 Sustainable Hawk Fund student team grant recipients
- Hosted a pollinator workshop at Northdale Garden for students to learn how to grow and maintain pollinator plant species

AUGUST 2022

- Hosted an electric vehicle test drive event with Plug N' Drive and Sustainable Waterloo Region's TravelWise program
- Conducted a Laurier staff and faculty training workshop on Supporting Sustainable Decolonization in the Workplace
- Laurier Spotlight feature on the Food Justice Garden showcasing the partnership between LSPIRG, Martin Luther College, and the Sustainability Office
- Installed STIL Solutions mats at two pilot locations (Brantford and Waterloo) to provide accessible and inclusive waste management tactile signage indicators

SEPTEMBER 2022

- Move In program initiative: Zero cardboard pilot to encourage parents to bring home cardboard
- Launch of the Friendlier eco-container program with Food Services (six restaurants), WLUSU (Wilf's), and GSA (Veritas Café) restaurants at Waterloo campus
- Re-launch of the Freestore at Waterloo campus
- Co-hosted a pollinator planting event in partnership with City of Waterloo for Laurier community members to learn how to care for pollinator plant species
- Seasonal launch of the Young City Growers' Community Support Agriculture (CSA) program
- Molok North America featured Laurier in a national promotional video showcasing the positive impact their bins have had on sustainability and waste management efforts
- Advisory capacity provided to PS383 - Community Service Learning Action projects to help students develop an action project that applies psychological concepts to current environmental needs

OCTOBER 2022

- Sponsorship of Rain It In student competition with City of London for student teams across Ontario institutions to create flood awareness and resiliency kits for K-12 curriculum development
- Co-hosted the Landscapes of Holistic Sustainability and Wellbeing retreat with Department of Global Studies to discuss sustainability learning opportunities for young people
- Sponsorship of the Julia Hendry Memorial Award that will provide annual endowment scholarships to students focused on sustainability
- Kicked off the Sustainable Happiness Workshop series (Sustainable Hawk Fund 2022-23 program recipient) geared to explore how happiness and well-being are intertwined with environmental and social issues and ecological justice



NOVEMBER 2022

- Co-hosted two Microforest tree planting engagement events in partnership with Sustainable Waterloo Region and Waterloo District School Board, resulting in over 200 tree and shrubs planted at two local elementary schools
- Facilitated two Brantford campus based Sustainable Hawk Fund 2022-23 program recipient engagement events: LSPIRG apiary tour and Nurture Pack workshop
- Completed first in-house waste audits of Brantford and Waterloo campuses
- Conducted the annual travel survey for staff and faculty in partnership with Sustainable Waterloo Region, receiving 868 respondents

DECEMBER 2022

- Hosted the Leaders for Sustainability Speaker Series engagement event (36 attendees) featuring prominent industry alumni in partnership with Alumni Relations, with MPP Mike Morrice (BBA and BSc '08) being our inaugural guest speaker

JANUARY 2023

- Participated in the Milton Education Village landowner visioning workshop with Mattamy Homes and Conestoga College to discuss long-term sustainable design and implementation opportunities
- 2,980 students voted in the 2023 election which included the Grand River Transit's Universal Pass Program with an 88.0% approval vote to continue the partnership
- Launch of the Grad Students Association Mini Market, which seeks to address food insecurity on campus by offering a pay-what-you-can grocery store for students who need fresh food, prepared meals, non-perishable foods, and/or hygiene products



- 900 lbs of goods were diverted from landfill and repurposed by Laurier International and Martin Luther students as the Freestore was opened on special hours to assist with move in days, pushing the Freestore towards exceeding the 2,000 lbs annual diversion target
- Capstone partnership with GG261 - Powering Earth course to provide experiential opportunities to develop energy centric solutions for Laurier's Facilities and Asset Management team, Enova Power, Piller's, and REEP Green Solutions
- 2020 and 2021 Blue Box program submissions into Resource Productivity and Recovery Authority program with support received from FAM's Custodial Services team, the Bookstore, and Printing Services

FEBRUARY 2023

- Decommissioning 75% of non-Ricoh printers from both Waterloo and Brantford campus in partnership with Laurier's FAM's Operations, ICT, and Printing Services teams
- Diverted 465 lbs. of chairs from Laurier surplus to the Wellington County Beekeepers Association
- Menstrual Equity sewing workshop co-hosted with LSPIRG and Library Maker Space to show community members how to make handmade menstrual product pouches

FEBRUARY 2023 (continued)

- Advisory capacity provided to GS/SE364 Social Innovation in the City course to help students learn the benefits of multi-stakeholder involvement and multidisciplinary approaches towards developing social innovations
- Cut the Crap art installation at One Market (2021-22 Sustainable Hawk Fund program recipient) visually informing Laurier students about 26 ways to reclaim our planet

MARCH 2023

- Hosted the second Leaders for Sustainability Speaker Series engagement event (47 attendees) with Dolf Dejong (MES '00), Samantha Tremmel (BA '13), and Faye Wood (BA '16) as our guest speakers
- Co-hosted an Eco-Anxiety workshop with the Student Wellness Centre to discuss climate change and learn to normalize sharing environmental concerns
- Co-hosted Food Justice certificate workshops and interactive events designed to acknowledge the intersections of social factors within the food system that cause disparity and access issues



- Guest mentorship lecture for BH800 Perspectives in Biological and Chemical Sciences to discuss sustainability impact research and overall significance to industry
- Guest mentorship lecture for ES297 - Climate Change and Collective Action to discuss hands-on, student centric opportunities for collective action at Laurier
- Sponsorship of the International Women's Day event, Planetary Health – Women Leading Sustainable Solutions featuring a diverse panel of women who shared their experiences as sustainability focused scientists, community organizers, educators, and activists
- Sponsorship of the Outstanding Women of Laurier event showcasing successful Laurier women athletes and expanding the collaboration with Athletics
- Exploration of the development of the fossil fuel-free endowment fund by the Laurier Finance and Administration team based on the Investments Oversight Sub-Committee recommendations

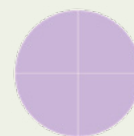
APRIL 2023

- Hosting the Downstream Ontario event at the Canadian Water Summit 2022, featuring Laurier students and faculty specializing in water research (Laurier's Institute for Water Science), including highlights of water efficiency initiatives on campus and a tour of Centre for Cold Regions and Water Science
- Move Out program initiatives: Re-establish Move Out capacity for Waterloo campus and a pilot launch of the program for Brantford campus to divert reusable waste from landfill

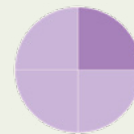


Status of Goals

Throughout the report, progress made toward achieving the Action Plan goals are illustrated using the icons below. On the subsequent page, there is an overview of the status of the 16 goals listed in the Action Plan. Each goal has a status icon that will describe how far along the University is in achieving these goals.



Not Started



Started



Somewhat Complete



Mostly Complete/Ongoing



Complete

Summary of Progress

OPERATIONS

Goal 1	Climate Continue to reduce GHG emissions across Laurier campuses through the completion of the LEEP project, building a low carbon campus in Milton, and undertaking other projects as funding opportunities arise	
Goal 2	Energy & Water Improve energy and water conservation across campus and contribute to deferred maintenance	
Goal 3	Transportation Increase sustainable transportation uptake by students, faculty, and staff to reduce single occupancy vehicle use by 5 percent	
Goal 4	Transportation Improve the sustainability of the University's fleet of vehicles to improve efficiency and reduce carbon emissions	
Goal 5	Waste Reduce overall amount of waste produced on the University by five percent and increase the waste diversion rate by 10 percent	
Goal 6	Food & Dining Improve sustainable food systems in formal and informal campus services	
Goal 7	Grounds Achieve a system of sustainable open and natural spaces throughout campus, prioritizing pedestrians and a positive, thriving relationship between the built and natural environment	

ACADEMICS

Goal 8	Curriculum Improve Laurier students' skills and knowledge about sustainability by providing sustainability resources and opportunities to Laurier's teaching community and to students directly	
Goal 9	Research Improve collaboration between the Sustainability Office and Laurier research programs that focus on the environment and sustainability	

ENGAGEMENT

Goal 10

Campus Engagement

Further the goals of the Strategic Academic Plan as they relate to sustainability



PLANNING & ADMIN

Goal 11

Coordination & Planning

Create and update standards and toolkits to embed sustainability in planning, design, and construction (PDC), facilities operations, and Human Resources onboarding activities



DIVERSITY, EQUITY & INCLUSION

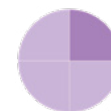
Goal 12

Support the mission and vision of leaders across campus with strong linkages to sustainability (e.g., Office of Indigenous Initiatives, Indigenous Student Centres, and Diversity and Equity Office)



Goal 13

Improve cultural understanding and acceptance on campus by integrating diverse world views and histories



Goal 14

Improve the accessibility of sustainability services to people with disabilities



AFFORDABILITY

Goal 15

Provide opportunities (particularly for students) to access services and experiences for free or at affordable rates



INVESTMENT & FINANCE

Goal 16

Responsible Investing

Implement recommendations made by the Responsible Investment Working Group (RIWG) to support meaningful action on climate change while meeting fiduciary duties of the Board of Governors





Operations

Climate

Goal 1



Continue to reduce GHG emissions across Laurier campuses through the completion of the LEEP project, building a low carbon campus in Milton, and undertaking other projects as funding opportunities arise.

Aligned with the Sustainable Development Goal 13: Take urgent action to combat climate change and its impacts

PROGRESS SNAPSHOT

Action 1

Create a Carbon Reduction Roadmap setting short-term, mid-term, and long-term GHG reduction targets and detailing the process of how targets will be achieved



Action 2

Establish a senior committee of key Laurier stakeholders to participate in the development of a Carbon Reduction Roadmap



Action 3

Establish a mechanism for regular communication of carbon emissions to business units



Action 4

Establish a portfolio of 'shovel ready' GHG reduction projects to be prepared for funding opportunities as they are





Operations

Climate

EMISSIONS INVENTORY

The emissions inventory for all campuses in 2022-23 included an increase in total emissions from 2021-22 by approximately 19.4%. In terms of emissions reductions from the baseline year of 2009-10, emissions have decreased by 15.0%. With the full return of students, staff, and faculty from COVID-19 pandemic restrictions, on campus activity impacting regular operations at different points of the academic year is the basis of wanting to understand what the new post-COVID-19 emissions baselines could be. These new baselines will be imperative to making short-term and long-term capital management, retrofit capacity, and operational changes for Laurier.

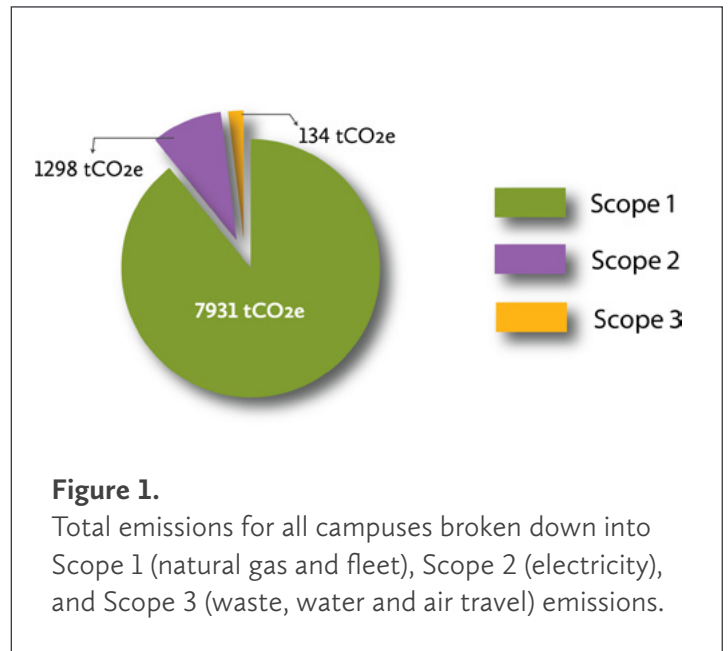


Figure 1. Total emissions for all campuses broken down into Scope 1 (natural gas and fleet), Scope 2 (electricity), and Scope 3 (waste, water and air travel) emissions.

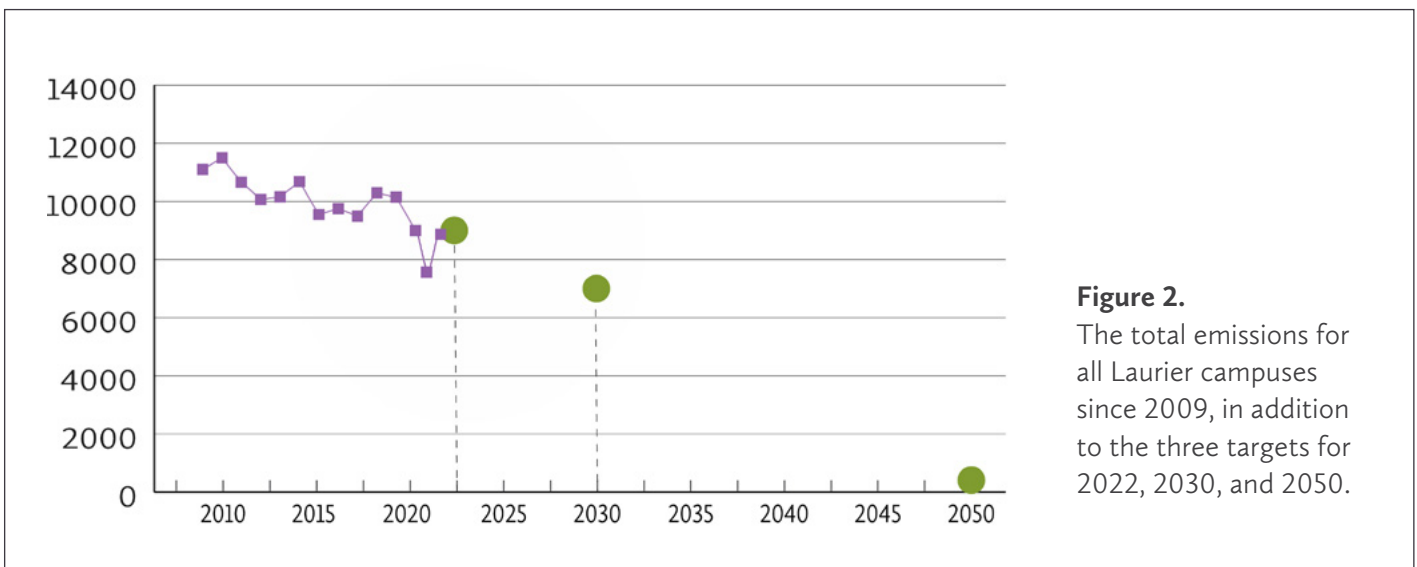


Figure 2. The total emissions for all Laurier campuses since 2009, in addition to the three targets for 2022, 2030, and 2050.



Operations

Climate

CITY OF BRANTFORD CLIMATE CHANGE ACTION PLAN OPEN HOUSE CO-HOSTED BY LAURIER

Laurier community members and residents of the City of Brantford were invited to a public open house co-hosted with Laurier's Sustainability Office to seek and collect feedback from individuals on the municipal climate change action plan. With the goal of becoming a net-zero city by 2050, the City of Brantford wants to take action against increasing greenhouse gas emissions through measurable actions and collaborative effort. As an Advisory Board Member to the Climate Change Action Plan since 2021, Laurier's Sustainability Office co-hosted the open house to inform and engage the public of the potential outcomes and to gather feedback from the local community to help identify City of Brantford priorities and goals. 25 people showed up at the in-person event hosted at the Research and Academic Centre at Brantford campus.

MICROFOREST PLANTING

This November, the Sustainability Office in partnership with Sustainable Waterloo Region participated in two microforest plantings at Lincoln Heights Public School and Sandowne Public School. More than 50 amazing volunteers showed up and made this event possible. These two planting events were able to promote air quality and biodiversity in our community while making a corner of our city just a little more green!





Operations

Energy & Water

Goal 2



Improve energy and water conservation across campus and contribute to deferred maintenance.

Aligned with the Sustainable Development Goal 7: Affordable and Clean Energy

PROGRESS SNAPSHOT

Action 1

Implement the Laurier Energy Efficiency Project (LEEP) across campuses



Action 2

Create an Energy Management Plan that aligns with Carbon Reduction Roadmap GHG reduction targets



Action 3

Regularly measure and verify energy and water usage based on established protocols



Action 4

Develop building energy benchmarking capabilities and key performance indicators (KPI's)



Action 5

Establish and implement capital planning design standards for new and existing energy and water consuming equipment/systems. Use checklists for ongoing verification of energy efficient operation of buildings and equipment.



Action 6

Realize energy savings through continued expansion of Building Automation System (BAS) technologies and retro-commissioning of existing building systems





Operations

Transportation

Goal 3



Increase sustainable transportation uptake by students, faculty, and staff to reduce single occupancy vehicle use by 5%.

Goal 4



Improve the sustainability of our campus fleet to improve efficiency and reduce carbon emissions.

Aligned with the Sustainable Development Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

PROGRESS SNAPSHOT

Action 1

Fill in gaps and expand service types such as improved carpool program, bike share program, and electric vehicle charging station infrastructure across all our campuses



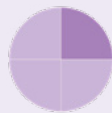
Action 4

Pilot electric and hybrid vehicles in our Facilities and Asset Management department fleet and use as case studies for rest of the campus' fleet vehicles



Action 2

Incentivize sustainable transportation options to encourage uptake through a variety of measures such as preferential EV parking and discounted carpool parking



Action 5

Right-size campus fleet and embed fleet management systems and protocol to improve transportation demand management items like anti-idling and route optimization



Action 3

Partner with government and non-profit organizations to improve scope of programs





Operations



Transportation

TEST DRIVING ELECTRIC VEHICLES

Over the spring/summer 2022 semester, 25 people from the Laurier community came out to test drive the latest electric vehicle (EV) models from leading manufacturers and learn about EV vehicles and sustainable transportation from knowledgeable outreach professionals. The test driving options included the Kia EV6 EV (sedan) and the Volvo XC40 EV (SUV). With the goal of increasing the community's exposure to sustainable transportation opportunities available at Wilfrid Laurier University, Laurier's Sustainability Office and Sustainable Waterloo Region were thrilled to help host this Plug N' Drive Electric Vehicle Roadshow event. These roadshows are typically scheduled across Ontario as a campaign to promote public awareness of the benefits of transitioning to electric vehicles.

2022-23 TRAVEL SURVEY

868 Laurier staff and faculty from all campuses and locations participated in the annual Sustainable Transportation Survey. With our largest turnout to date, the collected responses and feedback will help the Sustainability Office, Parking and Transportation Resources, and Sustainable Waterloo Region gain a more fulsome understanding of the transportation and commuting practices of Laurier's staff and faculty, and where more sustainable improvements can be made. We would also like to congratulate Natalie Gaudun from Laurier's Kitchener location on winning the survey's grand prize, a new E-scooter!



Operations

Transportation



GRAND RIVER TRANSIT'S UNIVERSITY PASS PROGRAM REFERENDUM RESULTS

WLUSU and the GSA held the January 2023 referendum regarding the renewal of Grand River Transit's Universal Transit Pass (U-Pass) Program for Waterloo Region students. Students were asked to vote on whether they support the renewal of the U-Pass.

The U-Pass is a program that enables full-time Laurier students to use their OneCard to access unlimited rides on GRT buses and ION light rail. 2,980 students voted in the 2023 election, which included the Grand River Transit's Universal Pass Program with an 88.0% approval vote to continue the partnership.



Operations

Waste

Goal 5



Reduce overall amount of waste produced on campus by 5% and increase the waste diversion rate by 10%.

Aligned with the Sustainable Development Goal 12: Ensure sustainable consumption and production patterns

PROGRESS SNAPSHOT

Action 1

Improve awareness of waste reduction / diversion programs through incentives, events, and better advertising



Action 2

Improve operation of waste reduction / diversion programs through orientation and ongoing training and evaluation



Action 3

Improve waste infrastructure across campus (e.g. standardized centralized waste stations, signage, moloks, etc.) to support improved waste diversion rates



Action 4

Expand reuse programs, for example surplus furniture, zero waste pop up shop, and residence move out program





Operations

Waste

WASTE REDUCTION PROGRESS

Over the past few years, Laurier has faced challenges in waste diversion, with our diversion rate dropping from 38.6% in 2021-22 to 25.6% in 2022-23. This past year's waste audit for 2022-23 is the starting point of completing in-house waste audits, with two certified waste auditor trained staff members in place at Brantford and Waterloo campuses. For 2022-23, Waterloo's diversion rate was 23.7% year to year and Brantford's diversion rate was 72.4% from year to year.

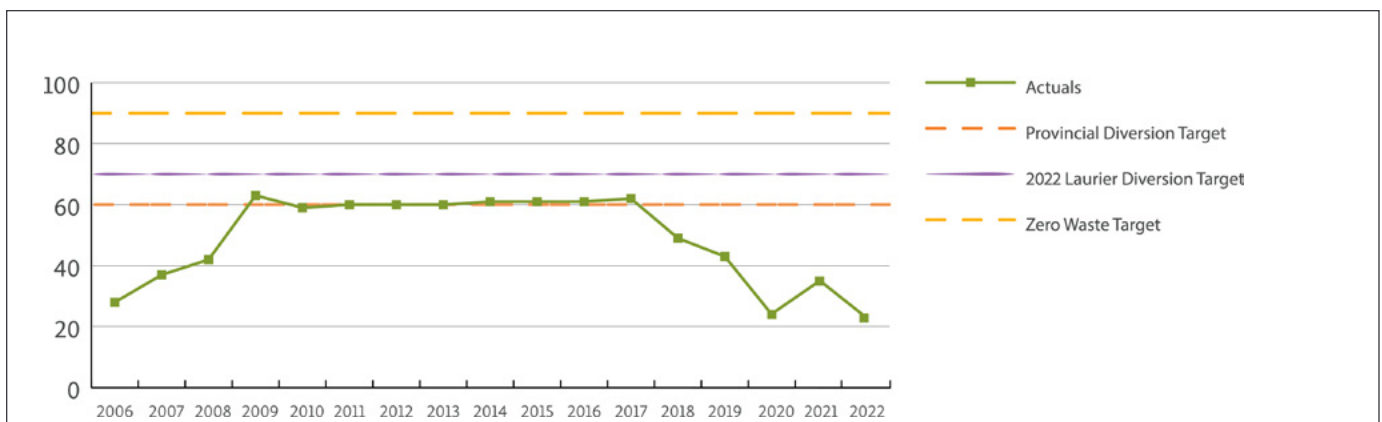


Figure 3. Waterloo's waste diversion rate from 2006 - 2022 in comparison to provincial and internal targets.

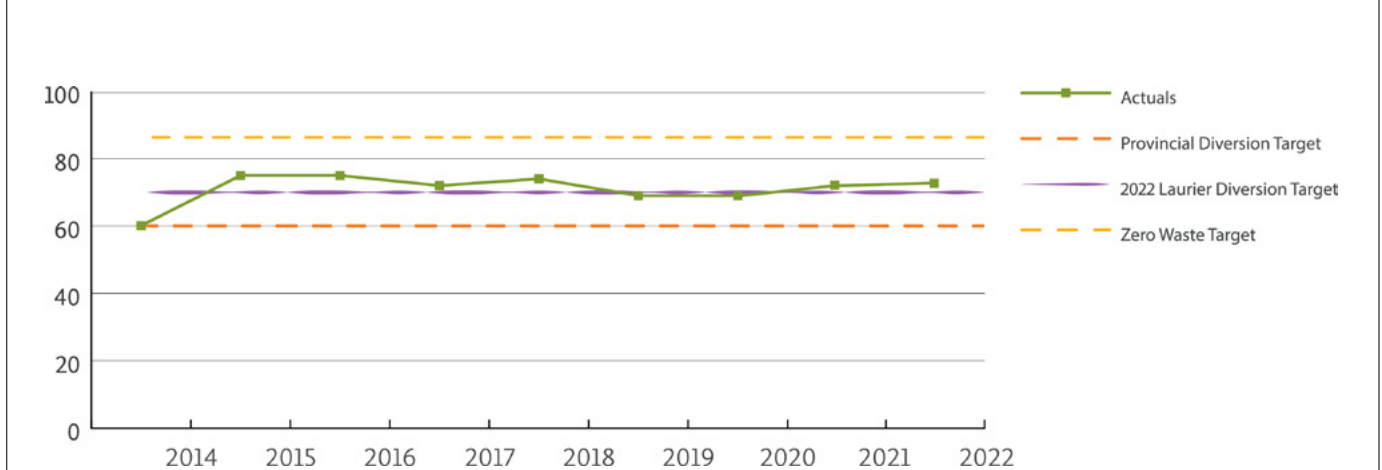


Figure 4. Brantford's waste diversion rate from 2014 - 2022 in comparison to provincial and internal targets.



Operations

Waste



LAURIER FREESTORE REOPENS AFTER PANDEMIC PAUSE

After a two-year pandemic hiatus, the Freestore at Wilfrid Laurier University's Waterloo campus reopened in September 2022. The Freestore is in the Special Constable Service building at 232 King St. Operated by Laurier's Sustainability Office in partnership with Martin Luther University College, the Freestore allows Laurier students to shop for household and school items, including dishes, décor, small appliances, and stationery, at no charge. Goods collected through the Sustainability Office's annual Move-Out Program make up the store's inventory. The Freestore aims to change the way students think about using and reusing items, and positively influence circularity at Laurier's Waterloo campus. Promoting zero-waste behaviours impacts all aspects of climate change while addressing important social and financial issues faced by students. trivia, which had 43 respondents who all had a chance to win

one of five \$25 gift cards to Staples. At the end of the day, the Smart Hawk Recycling team did an Instagram takeover and provided insight into their e-waste bin project in the Concourse.

Items accepted by the Freestore include:

- Kitchenware: cups, plates, reusable mugs, small countertop appliances, etc.
- Room accessories: wall art, clocks, hangers, small waste bins, etc.
- Textiles: curtains, bedding, clothing, etc.
- Storage: bins, Tupperware, reusable containers, etc.
- Bathroom: cleaning buckets and shower curtains
- Electronics: keyboards, lamps, fans, small printers, etc.
- School: binders, unused notebooks, stationery, backpacks, etc.
- Recreation: balls, Frisbees, etc.
- E-waste: batteries, used pens and markers, light bulbs, printer cartridges



Operations

Waste

As Laurier's newest cohort of International/Exchange students got settled in their new homes in Winter 2023, many chose to visit the Freestore to stock up on their everyday household needs, from bedding and blankets to kitchenware and dishes, school supplies, and other home décor. Through a coordinated effort with Laurier International and Martin Luther, the Freestore remained open during move-in days to allow students to come and go as they get settled in. During this time, more than 900lbs of goods was diverted from landfill and repurposed. We would like to thank Laurier International and Martin Luther for helping to increase our waste diversion efforts.

ZERO WASTE WEEK

Zero Waste Week was a busy couple of weeks in October 2022, but it was great having a chance to engage with students on campus. Laurier's Sustainability Office's goal was to inform students about the many ways to engage with zero waste initiatives at Laurier and how to incorporate more zero waste alternatives into their daily lives. By doing so, we challenged students to consider the real impact of their consumption and waste production.

From our Zero Waste trivia to our waste sorting challenge, we had a week full of informative games and activities that challenged students knowledge



on sustainable consumption and diversion. We hope that we have shown students that starting to reduce your personal waste can be a fun challenge that can also save money and lead to a healthier lifestyle whereby you accumulate less "stuff" and learn new skills. The ten engagement events resulted in over 223 participants and 5,047 active impressions generated from our social media accounts.



Operations

Food & Dining

Goal 6



Improve sustainable food systems in formal and informal campus services

Aligned with the Sustainable Development Goal 2: Zero Hunger



PROGRESS SNAPSHOT

Action 1

Work with on-campus food service providers on common initiatives such as increasing local food purchasing/percentage, focusing on plant-based meals, and reducing food waste and packaging



Action 2

Increase the number of ways students and staff can access and purchase local foods



Action 3

Establish a formal program around our edible tree and shrub plantation





Operations



Food & Dining

A FRIENDLIER WAY TO EAT ON CAMPUS

Wilfrid Laurier's Waterloo campus takes yet another tremendous step towards reaching a zero-waste campus with the introduction of the Friendlier reusable container program.

Laurier has partnered with Friendlier in a joint effort between the Sustainability Office, the Students' Union, and the Graduate Student's Association to reduce single use plastics on campus.

Some of our Laurier's favourite restaurants like El Torito, the Union Market, Byte's, and Frank's are helping to support our latest waste reduction initiative. Friendlier containers are also at Veritas and Wilf's. The reusable food containers utilize a mobile Friendlier app which allow users to be fully reimbursed for the \$.50-\$1.00 deposit on the containers and track their usage. Laurier community members can simply scan the QR code on the bottom of the container or enter the code on the web. Then drop the scraped out container and lid (separately) in one of the conveniently located Friendlier Blue Bins to receive your deposit back via e-transfer shortly after reuse processing.

Laurier was excited to be the first university to adopt this reusable container program in Canada alongside a social media launch campaign with Humber College, who represented the first college to adopt the container program.



Operations



Food & Dining

FAIR TRADE CAMPUS WEEK AND ON-CAMPUS ANNIVERSARY

The Sustainability Office along with support from Food Services co-hosted an awareness campaign for Fair Trade products. Fair Trade is a certification that allows Laurier community members to identify products that empower marginalized producers to improve their own living conditions. With the proper resources, capacity, access to key relationships, disadvantaged producers internationally and domestically can earn their own means to a better life for themselves and their communities by joining these fair trade networks. Laurier hosted four Fair Trade campus week engagement events in October 2022 resulting in 343 community participants and 897 social media views and likes.

January 2023 marked the sixth anniversary of Laurier obtaining their Fair Trade campus designation. The Sustainability Office along with Food Services hosted a celebratory booth providing complimentary Fair Trade coffee and a variety of giveaways. We would like to collectively thank all who participated in both our fall and winter events and hope our community has gained an understanding and appreciation for how our products are sourced and what we can do to support our domestic and international producers.



Operations

Grounds

Goal 7



Achieve a system of sustainable open and natural spaces throughout campus, prioritizing pedestrians and a positive, thriving relationship between the built and natural environment.

Aligned with the Sustainable Development Goal 15: Life on Land

PROGRESS SNAPSHOT

Action 1

Formalize and publish sustainable grounds design standards that support native and low-maintenance plants and wild pollinating species



Action 2

Prioritize planting and maintenance of pollinator friendly plants and habitat to support wild bee populations, particularly those considered vulnerable or at risk



Action 3

Prioritize creation and maintenance of green spaces, pedestrian spaces, and linkages, including walkways and gathering areas



Action 4

Develop and partner with programs that support healthy ecosystems and human wellness, such as Bee City Canada, Greenbelt Fund, and horticultural therapy





Operations

Grounds

THE BEES ARE BUZZIN'

Fantastic news for our Brantford folks! Not one but TWO apiaries were installed above the market building located on the Brantford Campus. As in an initiative led by one of our staff members, Christine Mckinley was empowered to take on this bee project through the support of the Sustainable Hawk Fund—a \$30,000 grant pool available annually for projects that aim to grow sustainability ideas, benefitting both the Laurier community and you! The Laurier Honey Bee Project aims to tackle bee decline by providing managed honey bee colonies on Laurier's Brantford campus.

Introducing over 20,000 bees to their new home, the Sustainability Office was able to observe the bees orientation flight where they gradually become accustomed to finding the hive entrances and the surrounding area.

In partnership with the Laurier Students' Public Interest Research Group (LSPIRG), Christine then hosted a facilitated student tour of the Brantford apiaries atop One Market that allowed participants to learn about beekeeping and pollinators in November 2022. Participants were also treated to a flavoured honey tasting!

We are also happy to report that the honeybees made it through their first winter on the rooftop of One Market as reported in an Instagram post by Flow Hive. We are extremely happy to report



that the hives are thriving and have been given emergency food to get through the next few months before the plants come alive again in Southwestern Ontario.

Honey harvested from the hives in Spring/Summer 2023 will be branded as Laurier honey and will be sold to help sustain the project or given away as gifts to university community partners.



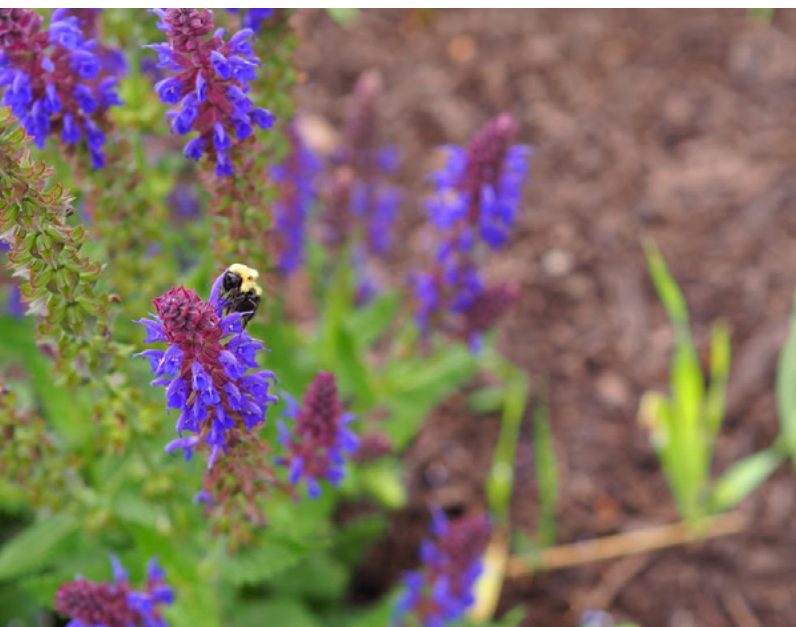
Operations



Grounds

POLLINATOR WORKSHOP AT NORTHDALÉ GARDEN

New pollinators have been planted at our Northdale Garden located at 66 Hickory Street West in Waterloo. 60 pollinators and 20 pollinator-friendly herbs have found a new home thanks to our dedicated student, staff, and faculty volunteers in July 2022. With their help, the community garden now welcome wonderful additions which were made possible under the instruction of Waterloo Region Master Gardener, Heather Kelly.





Academics

Curriculum

Goal 8



Improve Laurier students' skills and knowledge about sustainability by providing sustainability resources and opportunities to Laurier's teaching community and to students directly.

Aligned with the Sustainable Development Goal 4: Quality Education

PROGRESS SNAPSHOT

Action 1

Work with faculty to provide resources to support embedding sustainability content into courses



Action 2

Expand environment and sustainability-related academic programs offered at Laurier through focused programming at Milton campus



Action 3

Connect students to internal and external learning opportunities through class and other partnerships, Sustainability Office events, and communications



Action 4

Partner with Office of Indigenous Initiatives on sustainability initiatives to provide learning opportunities for students on topics such as land-based programs





Academics

Curriculum

FOSTERING GROWTH & INNOVATION

In working to mainstream a culture of sustainability here at Laurier, the goal is to create experiential learning opportunities for students across our campuses. The aim is to equip people with the tools and resources to fight climate change and remain resilient in the face of environmental challenges. This year, three Laurier students touched on how they have learned from the Sustainability Office and the skills they have developed through our programming. Outlined in a [spotlight feature](#) on Laurier's official website, Dayna Minuskin, Isabella Festa-Bianchet and Sophie Papernick chat about the following items:

- How did you become involved in programming provided by the Sustainability Office?
- What are some of the learning opportunities you have experienced through the sustainability office?
- What skills have you developed through your involvement with Sustainability Office programs?
- What advice do you have for Laurier students interested in green initiatives?

We continue to establish ways to empower students and inspire them with experiential learning opportunities.





Academics

Curriculum



DECOLONIZATION TRAINING OFFERED FOR WLU STAFF DEVELOPMENT DAYS

Laurier's annual calendar of events brings about high anticipation for one opportunity in particular, Staff Development Days! As an event that's making it's twelfth appearance over the years, faculty and staff can count on this event as being a chance to reflect on institutional goals and build on areas of improvement over a two- week timeframe. Ultimately, it's an opportunity to build upon a future that is meaningful and innovative for our Golden Hawk community.

Our very own Outreach and Programs Coordinator, Dan McGregor, hosted a session on how to support decolonization in the workplace. This interactive session focused on how to effectively include aspects of Indigeneity and Indigenous ways of knowing into programming and daily work life at Laurier.



Academics

Curriculum



THE JULIA HENDRY MEMORIAL AWARD

The Julia Hendry joined Laurier in 2010 in the position of Head, Archives and Special Collections. She was a beloved colleague who had a profound impact on many lives at the university. Julia passed away on April 3, 2020 after a courageous battle with cancer.

At Laurier, Julia actively engaged in decolonizing the academy, which she viewed as essential work, and was instrumental in organizing the “The Land We Are” initiative that explored local Indigenous history. She engaged with issues of social justice throughout her life, and was drawn to documenting people and issues under-represented in archives.

Together with Julia’s family, friends and colleagues, the Sustainability Office helped to raise over \$26,000 to establish the Julia Hendry Memorial Award which will be endowed in perpetuity.

“Julia was a beloved colleague, a bright light, talented, excellent and always forward-looking,” says Gohar Ashougian, Laurier’s university librarian, “truly one of those people who touched so many lives at the university in such a meaningful and profound way,”

Julia is remembered as many things by those who loved her, including that of a nurturer. To honour her memory, her life’s work and her passions, this award will be given to a student who can help continue this nurturing legacy either at Laurier or in their communities. Student recipients of this award will be named annually to an undergraduate student who demonstrates an interest in sustainability and is in financial need. First preference will be given to a student who is Indigenous.

The Sustainability Office is proud to have supported the creation of the award to honour a beloved colleague who engaged so passionately in the realms of social justice and sustainability, especially as the award will directly support Laurier students’ education for years and years to come.



Academics

Curriculum

FILM STUDIES STUDENT AND SPORTS PHOTOGRAPHER TIM HARRISON DEBUTS DOCUMENTARY AT MONTREAL FILM FESTIVAL

This past October, nine young filmmakers sat in front of an audience at the Festival du Nouveau Cinéma de Montréal. Their films had just been shown as part of the first screening for the festival's student short film competition.

One of those films was [Nunavut: Changing Times](#), an eight-minute documentary directed and shot by Laurier film studies major and Laurier Athletics & Recreation student-photographer Tim Harrison. The film focuses on the significant impacts of climate change on primarily Indigenous communities (Pangnirtung) in Canada's northernmost territory.

Dr. Mark Terry (contract faculty member from Laurier's Department of English and Film Studies) is credited as an executive producer on Harrison's film. Harrison said Dr. Terry not only warmed him to the topic of climate change but also gave him advice on how to accurately represent the lives and challenges faced by those in communities like Pangnirtung. That, of course, includes amplifying the voices of those affected. Harrison interviewed three different Pangnirtung elders but opted to only include footage from the third, Joanasie Karpik, in the film.



After returning from Nunavut, Harrison put his documentary "on the back burner," as he focused on academics and other creative ventures. Post-production involved hours upon hours of editing, back-and-forth on translations and subtitles, as well as coordinating with other contributors.

A few months later, [Nunavut: Changing Times](#) was screened at Festival du Nouveau Cinéma, and was well received.

Harrison's film was also included in the [Youth Climate Report](#), a "multilinear, interactive, database documentary film project," created, curated, and maintained by Dr. Terry and supported by the United Nations Framework Convention on Climate Change, UNESCO, and the Foundation for Environmental Education.



Academics

Research

Goal 9



Improve collaboration between the Sustainability Office and Laurier research programs that focus on the environment and sustainability.

Aligned with the Sustainable Development Goal 4: Quality Education



PROGRESS SNAPSHOT

Action 1

Use Sustainability Office communications to profile research and individuals achieving excellence in academics at Laurier within the field of sustainability



Action 2

Work with Laurier researchers to support Sustainability Office initiatives/strategies/programs and explore opportunities to use campus as a 'Living Lab', particularly through environmental science and engineering programs at the new Milton campus





Academics

Research

LANDSCAPES OF HOLISTIC SUSTAINABILITY AND WELLBEING RETREAT

In October 2022, the Department of Global Studies and the Sustainability Office hosted the Landscapes of Holistic Sustainability and Wellbeing retreat. The collective goal with this retreat was to expose students to various approaches and ideas about living sustainably through interactions with different community groups.

Through two days of workshops, interactive activities, and networking the diverse group of collaborators taught eager and sustainability minded students how to incorporate more sustainable approaches and choices into their daily lives to become social innovators and contributing members of the community.

We would like to give a thank you to all our participants and guest speakers for a weekend of unique insight, thought-provoking discussions, and innovative ideas. We would also like to thank all our partners who made our first Sustainability Retreat successful including:

- Viessmann Centre for Engagement and Research in Sustainability (VERiS)
- Centre for Earth Consciousness and Gender Justice, Martin Luther University College
- The Social and Environmental Justice Program, Brantford Campus
- Department of Geography and Environmental Studies, Waterloo Campus
- Climate Action Centre, The Working Centre
- Department of Chemistry and Biochemistry, Waterloo Campus
- Community and Workplace Partnerships Office

With the success of our first retreat, the hope is to host another retreat in Brantford for 2023-24!





Academics

Research



GG261 POWERING EARTH STUDENT ENERGY CAPSTONE PROJECTS

The Sustainability Office worked with Professor Edmund Okoree and the Community and Workplace Partnerships to support energy related capstone projects with students from GG261 Powering Earth. Companies and non-profit organizations within the region were invited to provide students with real-world energy related problems that would benefit from student capstone ingenuity and enthusiasm.

Organizations that agreed to participate include Enova Power, Piller's, and Reep Green Solutions. The Facilities and Asset Management team also provided two capstone project ideas, focusing on the development of an interactive energy map and an enhanced energy management reporting dashboard. All the student capstone project presentations occurred in March 2023 and were well received by both internal and external stakeholders.



Academics

Research

LAURIER'S PARTICIPATION AT DOWNSTREAM 2022 AND HOSTING OF DOWNSTREAM ONTARIO IN 2023

Downstream was conceptualized by Water Canada magazine as a speed networking event designed to bring current and future generations of water industry professionals together to cultivate an inclusive, diverse, and thriving water sector. The inaugural Downstream event took place in June 2022 at the Canadian Water Summit in Niagara Falls, Ontario.

The goal of Downstream is to immerse early career professionals in the industry to expand their personal networks and open them up to all the potential career paths within the water sector, in turn creating a thriving industry and beginning to close that ever-scary skills gap.

Laurier's Sustainability Office sponsored the inaugural Downstream event providing 11 student delegates with an experiential opportunity to interact with like-minded students and professionals across Canada. This included an access to industry, non-profit, governmental, and academic perspectives, along with the opportunity to learn about cutting-edge research initiatives. The positive influence this experience can provide students early in their post-academic career could result in more young professionals choosing to enter the water industry.

In April 2023, Laurier's Sustainability Office in partnership with the Laurier Institute for Water Science and other water centric faculty members hosted Downstream: Ontario at Lazaridis Institute at the Kitchener campus. More than 70 water industry delegates including over 55 water student researchers attended the event, which included a behind the scenes tour of the Centre for Cold Regions and Water Science. Laurier provided a unique opportunity to more than 30 Laurier water student researchers to participate in this experience, which also included student researchers from Toronto Metropolitan University, University of Waterloo, University of Toronto, and Western University.





Engagement

Campus Engagement

Goal 10



Further the goals of the Strategic Academic Plan as they relate to sustainability.

Aligned with the Sustainable Development Goal 4: Quality Education



PROGRESS SNAPSHOT

Action 1

Seek executive leadership from Deans to support and drive partnerships with faculty and student-focused programs as well as clubs and research centres to provide experiential learning opportunities for students



Action 2

Develop outreach activities around the Sustainable Hawk Fund around opportunities for entrepreneurship and social innovation



CAMPUS PROJECTS RECEIVE SUPPORT FROM LAURIER'S SUSTAINABLE HAWK FUND

Ten new green projects will take root on Wilfrid Laurier University's campuses with funding support from the Sustainable Hawk Fund. Established in 2015, the Sustainable Hawk Fund provides up to \$30,000 annually to fund the integration of faculty, staff, and student-led sustainability practices into campus life. Previously funded projects included campus gardens, sustainable apparel, and art installations, among others.

The Sustainable Hawk Fund program provides the opportunity to build and maintain a culture of sustainability at Laurier. The projects initiated through the fund leave a positive, long-lasting legacy for faculty, staff, and students with a collective dedication to sustainability. Project pitches are judged by Laurier's sustainable campus committee.



Engagement

Campus Engagement

The Sustainable Hawk Fund supported the following 10 projects throughout 2022 and early 2023:

LAURIER BEEHIVES

The Laurier Beehives Project aims to address declining honeybee populations by providing managed colonies at the One Market Building on Laurier's Brantford campus. The project invites Laurier students to volunteer caring for the colonies and learn about pollinators and their importance in the ecosystem. Laurier-farmed honey will also be produced. r parking space both functional and environmentally friendly.

FOOD JUSTICE GARDEN ENGAGEMENT CAMPAIGN

The Food Justice Garden Engagement Campaign will create awareness about the Food Justice Garden initiative at Laurier's Waterloo campus and focus on Indigenous ways of knowing, fostering relationships and providing practical gardening skills to make the garden a learning space for the entire community. The campaign will include drop-in planting days, walking tours and permanent educational signage.

GREEN CAMPUS PROJECT

The Green Campus Project will assess feasibility, design, and implementation to create a more sustainable means of stormwater management at Laurier's Waterloo campus. The project will introduce green infrastructure, including rain gardens and permeable pavement. permanent educational signage.

FOOD4HAWKS MEAL WORKSHOP SERIES

The Food4Hawks Meal Workshop Series will provide Laurier students, staff and faculty with online cooking workshops focused on sustainability. Ingredients will be provided to participants, who will be shown how to prepare a variety of meals while learning about food insecurity, food sovereignty and food literacy.

SUSTAINABLE HAPPINESS CERTIFICATE

The Sustainable Happiness Certificate will be awarded to faculty, staff and students who complete a non-credit course developed by Laurier Education instructor Judy Halpern. Course participants will learn about various topics related to sustainability and create a happiness toolkit and reflective journal. In-person and online offerings of the Sustainable Happiness Certificate are in development.

REUSABLE FOOD DISTRO BAGS

The Reusable Food Distro Bags Project aims to reduce the number of plastic bags destined for landfills by providing the Laurier Students' Public Interest Research Group with reusable tote bags for its weekly food distribution event at Martin Luther University College.

NURTURE PACK DO-IT-YOURSELF WORKSHOPS

The Nurture Pack Do-It-Yourself Workshops campaign provides ergonomic, transportable, and food-safe storage packs to unhoused and displaced members of the Brantford community. The campaign invites Laurier students to assist in the assembly of the packs and learn about sustainability through workshops.



Engagement

Campus Engagement

APPCYCLE

The Appcycle Project seeks to improve waste management systems in institutions, businesses, and public spaces. The project features two components: the development of an app to educate users about recycling streams and the creation of waste bins that scan items to determine their appropriate waste stream.

SUSTAINABILITY WEEK

Held at Laurier's Waterloo campus from February 28 to March 7, 2022, Sustainability Week raised awareness about a series of sustainability issues through themed events including trivia, a movie night, donation drive and scavenger hunt.

MICROPLASTICS WEEK CAMPAIGN

The Microplastics Week Campaign, an online initiative held in March 2022, educated the Laurier community about the source of microplastics and their impact on the environment. The campaign included interactive events designed to raise awareness and facilitate discussion about microplastics, including virtual discussions with Canadian experts.

We'd like to thank our Sustainability Campus Committee for their support in selecting the 2022-23 Sustainable Hawk Fund projects:

Lauren Burrows, Education and Inclusion Coordinator, Brantford

Katarina Milicic, Outreach and Programs Coordinator, Sustainability Office

Eric Meliton, Manager, Sustainability Office

Leanne Hagarty, Faculty, Business Department

Pegah (PJ) Jamalof, Student Union President

Angel Evans, Exams and Educational Supports Coordinator, Brantford

Pery Au, Sustainability Council Advisor, Brantford

Devyn Healey-Seadon, Academic Advisor, Teaching & Learning, Brantford

Ehaab D. Abdou, Assistant Professor, Global Studies

Megan Rockel, Sustainability Advisor, Waterloo

Jazzmine G., Board Member, LSPIRG



Engagement

Campus Engagement

LEADERS FOR SUSTAINABILITY SPEAKER SERIES FALL 2022 AND WINTER 2023 EVENTS

The Sustainability Office initiated the Leaders for Sustainability Speaker Series as a partnership with Alumni Relations. The series provides Laurier students, staff, faculty, and alumni with opportunities to hear and learn from sustainability leaders in our community.

In December 2022, the Sustainability Office welcomed Mike Morrice (BBA and BSc. '08), a Laurier alumni who helped create ClimateActionWR and piloted Canada's first Green Economy Hub. Mike talked about his experience in sustainability and gave students guidance on how to get more involved in a career path focused on sustainability.

In March 2023, panelists Dolf DeJong (MES '00), Samantha Tremmel Lamb (BA '13) and Faye Wood (BA '16) joined us for an insightful discussion. They are alumni who have gone on to pursue their passions and have successful careers ranging from CEO of Toronto Zoo to Sustainability Consultant. We heard from them on their experiences working in sustainability and how to be more sustainable in our daily lives. They also spoke about their roles and how they came to work in sustainability related fields.

We would like to thank our wonderful panelists and participants for an evening full of unique insight and engaging dialogue. Our office will be hosting future events like this so keep an eye on our newsletter for further updates.

Leaders for Sustainability Speaker Series

Date: March 9th @ 3pm

The event will be held virtually through zoom



Engagement

Campus Engagement



STUDENT, STAFF, AND FACULTY ACCESS TO EXTERNAL PARTNERSHIPS

The Sustainability Office continues to seek out governmental, private, non-profit, non-governmental, and funding partnerships for Laurier students, staff, faculty, and alumni to work with directly. There are more than 30 collaborative partnerships established by the Sustainability Office to enhance the culture of sustainability experienced at Laurier:

Corporate partnerships

Enova Power, Friendlier, Molok North America, Pillers, Water Canada

Institutional partnerships

Conestoga College, Ontario Colleges and Universities Sustainability Professionals network, Sustainable Development Solutions Network Canada, Sustainability Tracking, Assessment & Rating System, Waterloo Region District School Board, University of Waterloo

Funding partnerships

Career Launcher

Municipal government partnerships

City of Brantford, City of London, City of Waterloo, Town of Milton, Region of Waterloo





Planning & Administration

Coordination & Planning

Goal 11



Create and update standards and toolkits to embed sustainability in Planning, Design, and Construction (PDC), Facilities Operations, and Human Resources onboarding activities.

Aligned with the Sustainable Development Goal 9: Industry, Innovation and Infrastructure

PROGRESS SNAPSHOT

Action 1

Embed sustainability criteria in contracts and procedures for project managers and facilities operators to ensure that sustainability criteria are incorporated within projects and operations



Action 2

Include sustainability-related information and ongoing training in existing standards, practices, and programs within the pre-existing staff sustainability certificate and new hire orientation



Action 3

Advise on existing and emerging external sustainability-related legislation, funding opportunities and other mandates





Planning & Administration

Coordination & Planning

ENVIRONMENTAL AND SUSTAINABILITY INITIATIVES EARN LAURIER FOURTH-STRAIGHT CANADA'S GREENEST EMPLOYERS AWARD

Wilfrid Laurier University has been named one of Canada's Greenest Employers for the fourth year in a row, a reflection of the university's continued commitment to its sustainability-focused programs and initiatives, progress in reducing its carbon footprint, and the degree to which sustainability has become a part of Laurier's workplace culture, spanning operations, academics, and community partnerships.

Being selected as one of Canada's Greenest Employers for four consecutive years is a testament to Laurier's commitment to creating a culture of sustainability that is integrated into daily campus operations and achieved through student, staff, and faculty engagement. Laurier strives to provide opportunities that foster sustainability in our social, environmental, and economical practices and inspire greener ways of living across our campuses and within our host communities.

The annual Canada's Greenest Employers competition is part of the Canada's Top 100 Employers initiative, led by Mediacorp Canada Inc. Laurier has been named one of Waterloo Area's Top Employers for four consecutive years and one of Canada's Top Employers for Young People by the same organization.

Highlights of Laurier's sustainability initiatives include:

- The Sustainable Hawk Fund program has been named a 2022 Canada's Clean50 Top Project.
- Managing in-house waste reduction and recycling programs that extend beyond provincial minimums, including the Move Out program, Free Store, water refill stations, Molok bins, battery and electronic waste drop-off and the donation of used office furniture.
- \$48 million capital retrofit project, Laurier Energy Efficiency Program (LEEP), including two solar thermal walls, 15,000 LED light replacements, 1,300 low-flow water fixtures, and a microgrid system with a 6 MW battery
- Signing the Investing to Address Climate Change: A Charter for Canadian Universities, resulting in a 40% greenhouse gas endowment reduction by 2030
- Establishing a Carbon Reduction Roadmap to achieve carbon neutrality by 2050
- Laurier's Waterloo campus being designated an official "Bee Campus" by Bee City Canada. Laurier is just the ninth post-secondary campus in Canada and the first in Waterloo Region to be recognized for a dedicated commitment to helping protect and support pollinators.
- Decreasing transportation-related emissions through initiatives including multiple electric vehicle charging stations, secure bike storage and access to U-pass and alternative transportation options.



Planning & Administration

Coordination & Planning

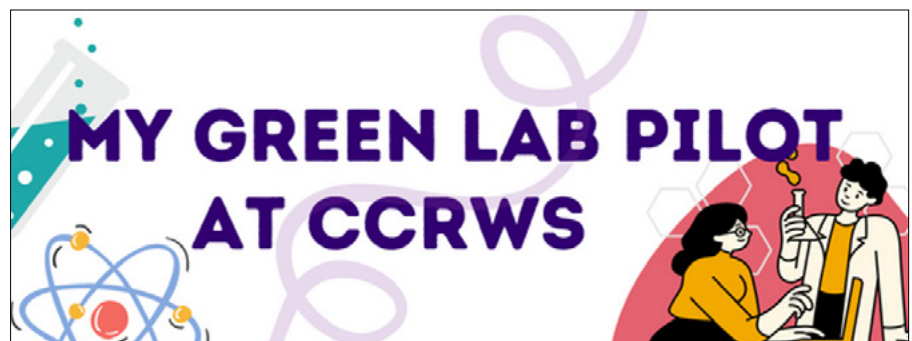
- A Certificate in Sustainability for faculty and staff. The goal of the program is to increase employee literacy about global-to-local sustainability topics, as well as encourage behaviour and culture change through increased use of sustainable campus programs and services.
- The use of cross-laminated timber panels – a structural material with a lower carbon footprint than steel or concrete – in the renovation of the Indigenous Student Centre at Laurier's Waterloo campus. The building is the first in the City of Waterloo to use the material.
- The Waterloo campus Northdale Community Garden, which supports sustainable partnerships with community non-profits and increased access to local foods on campus.
- Laurier earning a gold rating from the Sustainability Tracking, Assessment and Rating System (2019), which measures the sustainability performance of colleges and universities worldwide.

MY GREEN LAB PILOT AT CCRWS

Research laboratories at Laurier are working to solve numerous environmental, health, and social challenges, and strive to do so while also protecting the health and well-being of the planet. To further this goal, the Faculty of Science has partnered with the Sustainability Office and the non-profit My Green Lab to pilot a laboratory sustainability program at the Centre for Cold Regions and Water Science (CCRWS).

The My Green Lab program includes a comprehensive assessment across 14 topics around energy, water, waste, chemicals, and community, and has been recognized by the UN as a “Breakthrough Outcome”; a significant milestone indicator for the UN Race to Zero campaign.

With support from the My Green Lab team, staff, and students at CCRWS will review laboratory processes and behaviours and work to improve both efficiency and sustainability in the labs. At the completion of the pilot project, the labs at CCRWS will be awarded a certification level by My Green Labs. Staff and students at CCRWS are excited to participate in the pilot project, and look forward to sharing the outcomes with other labs in Science in the Fall of 2023!





Diversity, Equity & Inclusion

Goal 12



Support the mission and vision of leaders across campus with strong linkages to sustainability (e.g., Office of Indigenous Initiatives, Indigenous Student Centres, and Diversity and Equity Office).

Aligned with the Sustainable Development Goal 10: Reduced Inequalities

PROGRESS SNAPSHOT

Action 1

Create a formal communications network between stakeholders to improve the reach of shared messages, initiatives, and events



Action 2

Include ISC and Laurier's diversity, equity, and inclusion goals as themes in existing and new sustainability programming and service offerings



Action 3

Have Sustainability staff and students attend ISC and diversity, equity, and inclusion training, education sessions and include resources in Sustainability Office materials



Action 4

Recruit diversity, equity, and inclusion champions and ISC representatives for Laurier's Sustainable Campus Committee and include the representatives in screening for Sustainable Hawk Fund Projects



Action 5

Partner with relevant groups and offices to support social sustainability-related workshops





Diversity, Equity & Inclusion

Goal 13



Improve cultural understanding and acceptance on campus by integrating diverse world views and histories.

Goal 14



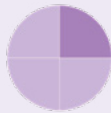
Improve the accessibility of sustainability services to people with disabilities.

Aligned with the Sustainable Development Goal 10: Reduced Inequalities

PROGRESS SNAPSHOT

Action 6

Integrate Calls to Action from the Truth and Reconciliation Commission Report into projects and events to work towards improving a more welcoming campus for Indigenous students, staff, and faculty



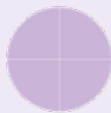
Action 8

Encourage projects that confront accessibility issues through the Sustainable Hawk Fund



Action 7

Integrate Indigenous principles and customs into managing Laurier's ecological and social systems, particularly in terms of connection to the land and ecosystem health



Action 9

Include the Accessibility for Ontarians with Disabilities Act (AODA) in the planning stages of sustainability office projects





Diversity, Equity & Inclusion

STIL SOLUTIONS

After losing her vision, STIL Solutions CEO, Hillary Scanlon, took a course at Wilfrid Laurier University titled 'Perspectives on Sustainability', which encouraged her to research accessible sustainability. She received a grant from Laurier, enabling her to carry out research on more inclusive and accessible waste management. With collaboration among several supporters including the Canadian National Institute for the Blind and Laurier's Accessible Learning Centre, STIL Solutions was able to grow.

STIL Solutions is a social enterprise that enables and empowers individuals of all abilities and experiences to dispose of waste independently and effectively in public spaces. With guiding values of accessibility, boldness, care, collaboration, and sustainability, STIL aims to address the intersection of sustainability and accessibility, enabling all community members to participate in sustainability efforts.

The WasteFinder system is offered by STIL to facilitate the inclusion of individuals with vision loss in sustainable practices and initiatives. Laurier has installed two pilot WasteFinder systems at both the Brantford and Waterloo campuses to assist individuals with vision loss to sort their waste conveniently and independently. This system utilizes an arrangement of tiles placed in front of a waste disposal unit to indicate that a waste unit is close by and differentiate among each waste stream. The raised tiles provide tactile information that can be felt underfoot, eliminating the need to touch the waste bins to distinguish between streams of waste.

The tiles also provide additional visual information through colours and shapes, further distinguishing the different waste streams.

Through Laurier's membership within the Partners in Project Green Circular Economy Leaders Consortium, an offer to share pilot results along with demonstration kits has been extended to membership companies across the Greater Toronto Area along with institutional partners Seneca College, Toronto Metropolitan University, and Sheridan College. The aim is to increase the utilization of the WasteFinder system through collaborative best practices sharing.





Affordability

Goal 15



Provide opportunities (particularly for students) to access services and experiences for free or at affordable rates.

Aligned with the Sustainable Development Goal 10: Reduced Inequalities

PROGRESS SNAPSHOT

Action 1

Continue to offer and promote programs at no cost, such as Sustainable Hawk Fund and Sustainable Waterloo Region educational workshops



Action 2

Increase availability of reused and repurposed materials and items, such as surplus furniture and gently used IT equipment, through a reuse program



Action 3

Following collection of items during Move-Out Program, redistribute furniture, household, and clothing items at low-cost or no cost for students through a Freestore



CAMPUS INITIATIVES

SUPPORT LAURIER STUDENTS EXPERIENCING FOOD INSECURITY

Food insecurity is a sustainability issue that impacts many Laurier students who are feeling the impacts of higher food prices and the rising costs of living. With the inception of the Grad Students Association's Mini Market, student shoppers can now pay what they can for food items, privately having the option to choose from four affordable price points. The Mini Market offers fresh produce, canned and dried goods, and hygiene products. Through internal collaboration and resource sharing, the Mini Market serves as a flagship leadership program that integrates overlapping efforts run by other internal groups:

- Sustainability Office's student engagement programming and Northdale Community Garden
- Matin Luther University College's Free Weekly Distro
- Wilfrid Laurier University's Students' Union Food Bank
- Wellness Hub's Brantford Breakfast Bar
- Wellness Education Centre's Brantford Food Pantry and Fresh Fruit Fridays
- Indigenous Student Centres' kitchen access for students

By maximizing internal resource capacity and limiting duplication, students can be effectively reached and supported by these efforts through education, awareness, and program access. Student food insecurity affects the entire Laurier community and is a universal issue that we can collectively address through continued expansion of these integrated efforts.



Investment

Goal 16



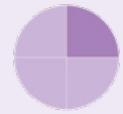
Implement recommendations made by the Responsible Investment Working Group (RIWG) to support meaningful action on climate change while meeting fiduciary duties of the Board of Governors.

Aligned with the Sustainable Development Goal 13: Climate Action

PROGRESS SNAPSHOT

Action 1

Work with responsible parties to enhance Environmental, Social, and Governance (ESG) risk management strategies through mechanisms outlined in the RIWG report such as revising relevant investment policies, procedures, and terms of reference to include ESG factors into decision making



Action 2

Work with Financial Resources and Development and Alumni Relations to develop a fossil fuel free and impact investing endowment fund available to donors



Conclusion & Next Steps

This past year presented many unique, challenging, and eye-opening opportunities for sustainability at Laurier. In the coming years, new practices and programs will be initiated as part of the 2023-2028 Sustainability Action Plan, which will be aimed at continuing to foster a culture of sustainability on all campuses. In particular, the Sustainability Office is looking forward to the following in the 2023-24 academic year:

- Sustainable Hawk Fund 2023-24 – student and staff sustainable project grant program
- Co-hosting OCUSP AGM 2023 with Conestoga College and University of Waterloo
- Enhancements to utility and waste management data collection, dashboard, and interactive asset map development
- Launch of the Freestore and Move Out program at Brantford campus
- Northdale Garden transformative upgrades
- Microforest tree and shrub planting at Brantford and Waterloo campuses
- Leaders for Sustainability Speaker Series alumni engagement events
- Fulfilling requirements in the Sustainability Tracking, Assessment and Rating System (STARS) to work towards achieving a Platinum designation
- Establishing a governance advisory board made up of Laurier community stakeholders for the Sustainability Office
- Strategic alignment with Milton Education Village sustainability network development





Connect with us

LAURIER SUSTAINABILITY OFFICE

Websites

wlu.ca/sustainability

students.wlu.ca/sustainability

Social Media

Twitter & IG: @LaurierGreen

Facebook: /LaurierSustainability

In-person

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